



State of California
Employment Training Panel

Training Proposal for:
Youth Employment Systems, Inc.

Agreement Number: ET09-0200

Panel Meeting of: **July 25, 2008**

ETP Regional Office: **North Hollywood**

Analyst: E. Wadzinski

PROJECT PROFILE

Contract
Type: At-Risk Youth

Industry
Sector(s): Construction

Counties
Served: Los Angeles

Repeat
Contractor: ☐ Yes ☒ No

Union(s): ☐ Yes ☒ No

Priority
Industry: ☐ Yes ☒ No

Turnover Rate %	Manager/ Supervisor %
N/A	N/A

FUNDING DETAIL

Program Costs	Support Costs	Total ETP Funding	In-Kind Contribution
\$179,860	\$17,250	\$197,110	\$0

TRAINING PLAN TABLE

Job No.	Job Description	Type of Training	Average No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	At-Risk Youth	Commercial Skills, Literacy Skills, Other/Basic Skills	46	100-250	0	\$4,285	\$10.00
				Weighted Avg: 230			

Minimum Wage by County: \$10.00 in Los Angeles County.

Health Benefits: ☐ Yes ☒ No This is employer share of cost for healthcare premiums – medical, dental, vision.

Used to meet the Post-Retention Wage?: ☐ Yes ☒ No ☐ Maybe

Although employer provides health benefits they are not being used to meet Post-Retention Wage.

Other Benefits: Vary among participating employers

Wage Range by Occupation	
Occupation Title	Wage Range
Construction Worker	

INTRODUCTION

In this proposal, Youth Employment Systems, Inc. (YES or agency) seeks funding for new-hire training as outlined below to train and place at-risk youth in construction-related jobs.

The goal of this proposal is providing critical job skills training to youth at risk of becoming involved in gangs and/or criminal activities and to place them in a full-time job. This project will be funded under the Special Employment Training (SET) category serving workers with multiple barriers to employment. This proposal meets Panel Guidelines for the Ex-Offender/At-Risk Youth Pilot project and all pertinent ETP requirements. YES is eligible to contract with ETP under Unemployment Insurance (UI) Code, Section 10205(c) as a grant recipient.

YES was created in 1993 as a nonprofit organization in the South Central community of Los Angeles, to provide career-oriented job opportunities in the area of construction, for at-risk individuals.

The agency's representative states that YES is one of the few training agencies in the Watts area uniquely qualified to recruit, train, and place trainees with reputable companies upon the completion of training. The company's objective is to provide participants with the "core skills" needed to excel in the work environment. These basic skills are required for even the most entry level jobs. Partnering with potential employers, YES developed a curriculum which is also designed to teach trainees about important fundamental career and life skills vital to a population that often has little employment history or exposure to such skills and information.

PROJECT DETAILS

Employer Demand and Recruitment

YES provides training for entry-level jobs in the construction industry. The agency's representative states that despite a recent slowdown in new construction, demand in this industry still exists, as experienced construction workers are retiring faster than new apprentices join the construction field. YES representatives state it has a pool of potential trainees who want to start training on a waiting list.

The agency's representative states that employers will hire YES trainees as they are committed to helping trainee's secure full time employment. Also, these employers are aligned with the Mayor's Office of Los Angeles, in working with hard to place individuals that are being trained in the construction trades, and have committed to the mayor, to hire trained individuals that complete the YES training program. Further, YES works with agencies; such as, City of LA Planning Commission, to provide participants who hire at-risk youth trainees with tax credits or other incentives that reduce payroll overhead.

YES also partners with Los Angeles City and County Worksource Centers, Youthbuild programs, construction training programs, substance abuse centers, faith-based organizations, education institutions, and agencies serving the homeless and other specialized youth and adult programs. Yes utilizes this network of collaborators to provide the level of support and commitment to maintain a high placement rate.

The marketing program consists of referrals by mass mailings to community organizations, local political leaders, as well as coordinated outreach programs through various community organizations and events. The agency also produces fliers and advertises in local newspapers and periodicals, as well as through its contacts at local high schools, One-Stop Centers, WIA and Foster Youth Centers.

Advisory Group

These employers also serve as an advisory group to YES, providing input on current industry trends. Employers include: AMCal, Home Depot, Lowes, Turner Construction Company, Los Angeles Unified School District Building Department, Community Development Corporation, UAW – Labor, Employment and Training Centers, LA County Economic Development Department, Tudor Saliba Construction and Matt Construction Company.

Curriculum

YES is aware of the specific training needs within the construction industry and has worked directly with its industry partners in the development and ongoing modifications of the training curriculum.

This project targets hard-to-serve individuals with multiple barriers to employment. Therefore, the curriculum includes Other/Basic Skills training vital to the success of this trainee population. YES representatives state that the proposed curriculum accurately reflects the degree of training necessary for individuals lacking employment survival skills and experience. Literacy Skills and Other/Basic Life training will not exceed 50% of a trainee's total training hours, as allowed under the pilot program. The curriculum is a collaborative effort between YES and potential employers with courses designed to provide a hands-on, interactive learning

environment, covering a comprehensive list of core skills and tasks. The training outlined in this program is consistent with the skills required for entry level construction workers.

Commercial Skills training will allow trainees to become familiar with the use of industry tools and equipment. Training will include Construction Site Awareness, Introduction to Construction, Introduction to Hand and Power Tools, Construction Math and Introduction to Blueprints and Workplace Terminology.

Literacy Skills training will be offered to trainees assessed as requiring Vocational English as a Second Language (VESL) prior to the start of training, to benefit from training and efficiently perform their jobs. VESL classes will cover basic workplace terminology.

Other/Basic Skills training will provide life and job readiness skills such as interviewing, dressing appropriately, the importance of punctuality, professional attitude, and job search skills.

At-Risk Youth

This training will be funded as part of the Ex-Offender/At-Risk Youth Pilot Project, although Yes only expects to train At-Risk Youth. Employers are not required to demonstrate out-of-state competition and trainees are exempt from standard eligibility requirements. Other special standards are outlined below.

Eligibility

Young adults between 18 and 23 years of age may be deemed to be at-risk if they are not in school or employed full-time at time of recruitment, and meet one or more of the following criteria:

- Previously involved in or heavily exposed to gang activities
- Homeless
- History of drug addiction
- Have child on public assistance
- Emancipated foster youth (can be younger than 18)
- Physical or mental disability
- Parent is incarcerated
- High school dropout

Retention

Retention may be satisfied by employment of at least 30 hours a week for at least 90 days, with up to three employers. For occupations in which workers are hired for short-term jobs, retention may be satisfied by employment of at least 500 hours within 180 days, with up to three employers. Incidental placement with public entity or non-profit entities is permissible, not to exceed 25% of the total number of trainees retained in employment.

Wage Modification

YES is requesting a post-retention wage modification for these trainees at 25% below the ETP minimum wage. The modified post-retention wage would be \$10.00 per hour, as shown in the Training Plan Table. This modification is permissible under the Ex-Offender/At-Risk Youth Pilot Project Guidelines, for good cause. Here, the trainees will be placed in a building trades occupation with wage progression of up to \$17.00 an hour.

RECOMMENDATION

For the reasons set forth above, staff recommends approval of this proposal with a modification to the minimum wage. This training will provide at-risk youth, who have multiple barriers to employment, an opportunity to gain skills that will lead to placement with companies that provide secure, long-term employment. In making this recommendation, staff notes that this project will address the Panel's Strategic Plan goal of supporting hard-to-serve populations.

DEVELOPMENT SERVICES

YES retained Diversity Research and Consulting Group, Inc. of Long Beach to assist with development of this proposal for a flat fee of \$3,000.

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

Exhibit B: Menu Curriculum**Class/Lab Hours**

100 – 250

Trainees will receive any of the following:

COMMERCIAL SKILLS

- Introduction to Construction
- Construction Site Awareness
- Introduction to Hand
- Introduction to Power Tools
- Construction Math
- Introduction to Blueprints
- Workplace Terminology

LITERACY SKILLS**

- VESL - Recognition and use of general workplace terminology

OTHER/BASIC SKILLS**

- Developing self-image, initiative, and marketability
- Practical and professional interview skills
- Job search, preparing and posting resume
- The Importance of Punctuality
- Being a valuable employee
- Understanding work/life balance
- Business relationships/politics
- Maintaining a positive, professional attitude

**Literacy and Other/Basic Skills training cannot exceed 50% of any trainee's total training hours.